Book	Policy Manual
Section	4000 - Personnel Certified/Non-Certified
Title	Minority Recruitment Plan
Code	4111.3
Status	Active
Adopted	December 13, 2011

MINORITY RECRUITMENT PLAN

The Colchester Board of Education recognizes that the increasing diversity of individuals and cultures is a growing characteristic of our state and nation which should have a significant bearing on the activities of the school district. Further, the State of Connecticut has determined that the educational interests of the state require efforts by each school district to provide educational opportunities for its students to interact with staff from other racial, ethnic and economic backgrounds in order to reduce racial, ethnic and economic isolation.

To this end, the Board of Education believes that the importance of diversity of individuals and cultures should be recognized in the recruitment of personnel in order to help promote an intellectually and culturally dynamic environment that enables all students to gain an increased awareness and appreciation of the diverse world in which all are connected.

Consistent with the Board's policies on Affirmative Action (4111.1) and Nondiscrimination (4118.11), and its rigorous standards for the hiring of all staff, our plan for minority staff recruitment shall require an effort to attract talented minority educators and other minority personnel to serve in available positions within the District.

Legal

10-151 Employment of teachers. Notice and hearing on termination of contract.

10-153 Discrimination on account of marital status.

10-220 Duties of Boards of Education. (as amended by PA 98-252)

10-226h Programs and methods to reduce racial, ethnic and economic isolation. (as amended by P.A. 11-179)

46a-60 Discriminatory employment practices prohibited.

Strike because outdated and covered by law. Handled by admin / personnel dept